

# Training the Builders of the Future



Multicultural Workforce Program

## Vision and Mission

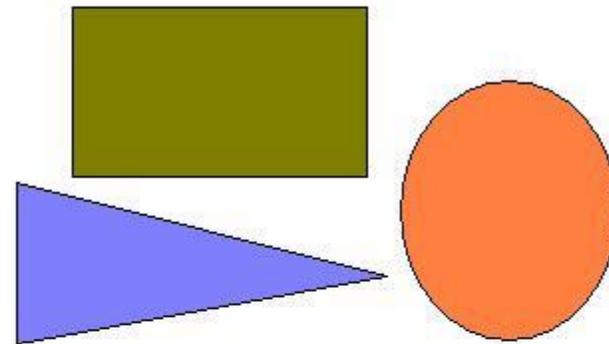
- Multicultural Workforce Program
  - Oct 2007
  - Build upon IDOT and ISU
  - Sustain high quality number of construction workers over time.
  - Become the leaders in construction workforce development in state of Iowa
    - Equitable education
    - Career path accessibility
    - Cultural diversification

## The Challenge Ahead

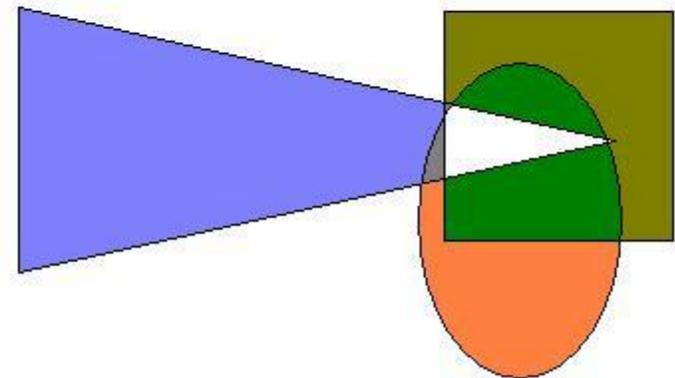
- Lack of Multi-cultural construction curriculum, pedagogy and training methods
- Reduce rate of entry to the trades
- Negative public perception of field career paths in construction
- Lower education standards of immigrant and refugee workers
- Relative low degree of diversity in the trades and lack of outreach resources

# Multi-cultural construction curriculum, pedagogy and methods

Currently, most curriculum and methods for training assume a mono-cultural world. There is a disconnect between the learning needs of all groups.



Our program intends to create and adapt curriculum and methods with the intention of teaching “in the middle”, in a multicultural way.



# Multi-cultural construction curriculum, pedagogy and methods

MBI's OJT Dual Immersion Communication Pilot Program



# Multi-cultural construction curriculum, pedagogy and methods

MBI's Dual Immersion Communication Pilot Program



# Education on Construction Careers

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      - Field Operations
        - Brick and block mason
        - Carpenter
        - Concrete finisher
        - Construction laborer
        - Crane and tower operator
        - Drywall installer, plasterer
        - Electrician
        - Glazier
        - Heating, venting, refrigeration worker
        - Heavy equipment operator
        - Painter & Paperhanger
        - Plumber, pipefitter
        - Roofer
        - Sheet metal worker
        - Structural steel, iron workers
        - Welder
      - Office Operations
      - Support Operations

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## Carpenter

Carpentry is one of the world's oldest professions. Stone Age craftsmen used their axes to shape wood for shelters, animal traps, and dugout boats. By 3000 B.C., Egyptians were using copper tools to construct vaults, bed frames, and furniture. Fast forward 5,000 years. Today's carpenters are well-trained, highly versatile members of construction's largest trade group. They must not only know about wood, but also how to work particleboard, gypsum wallboard, ceiling tiles, plastics, and laminates. They must master modern tools, fasteners, advanced construction techniques, and safety measures.



Carpenters possess skills and perform work which is basic to most building construction. They erect wood framework in buildings; build forms for concrete; and erect partitions, studs, joints, drywalls and rafters. Many carpenters work indoors to install all types of floor coverings, ceilings, paneling, trim and interior systems. They must be very skillful as "finish" work is visible and often involves expensive materials. Some carpenters construct docks and work with large timbers and drive piles to support the foundations of buildings and bridges. Another branch of the trade, called millwrights, install heavy machinery in industrial plants and turbine generators in power plants. All carpenters use a wide variety of hand and power tools, and they must be able to maintain their tools in good, safe working order.

**WORKING CONDITIONS**

Carpenters usually work with or around other construction craftworkers. They work indoors and outdoors and often in tight places. All carpenters have to do considerable climbing, lifting and carrying to perform their work. They must also be able to do a great deal of reaching, balancing, kneeling, crawling and turning. As a carpenter, you may be involved in many different types of job activities, from building bridges to installing kitchen cabinets. Depending on your employer and the type of project, you may specialize in one or two activities or be required to know how to perform many different tasks. Your work will be active and sometimes strenuous. You must have a high regard for safety.

**APTITUDE AND INTEREST**

To be a good carpenter a person should enjoy doing precision work, have pride of craftsmanship, possess the ability to work without close supervision and be able to adapt to a wide variety of conditions. Manual dexterity and the ability to solve math problems quickly and accurately is necessary for those who wish to become top skilled craftworkers.

**TRAINING**

Carpenters learn their trade through both formal and informal training programs. Formal apprentice programs combine on-the-job-training with classroom instruction, making it possible to earn while you learn. The traditional apprenticeship period is 4 years. You can get a jump on your training in high school by taking classes in English, algebra, geometry, mechanical drawing, and blueprint reading.

**EARNING**

The average hourly earnings of carpenters are \$17, with those in the top 10% making more than \$27 per hour.

**CAREER OUTLOOK**

Job opportunities for carpenters are excellent over the coming decade, particularly for those with the most skills. The need for carpenters is expected to grow as construction activity increases in response to the office and retail space and for modernizing and expanding schools, general public infrastructure, and industrial plants. Carpenters usually have greater opportunities than

Carpenter-cuts, fits, and joins wood and other building materials.



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Top 10 Reasons to Join MBI

Learn more about the benefits of being a member of MBI.

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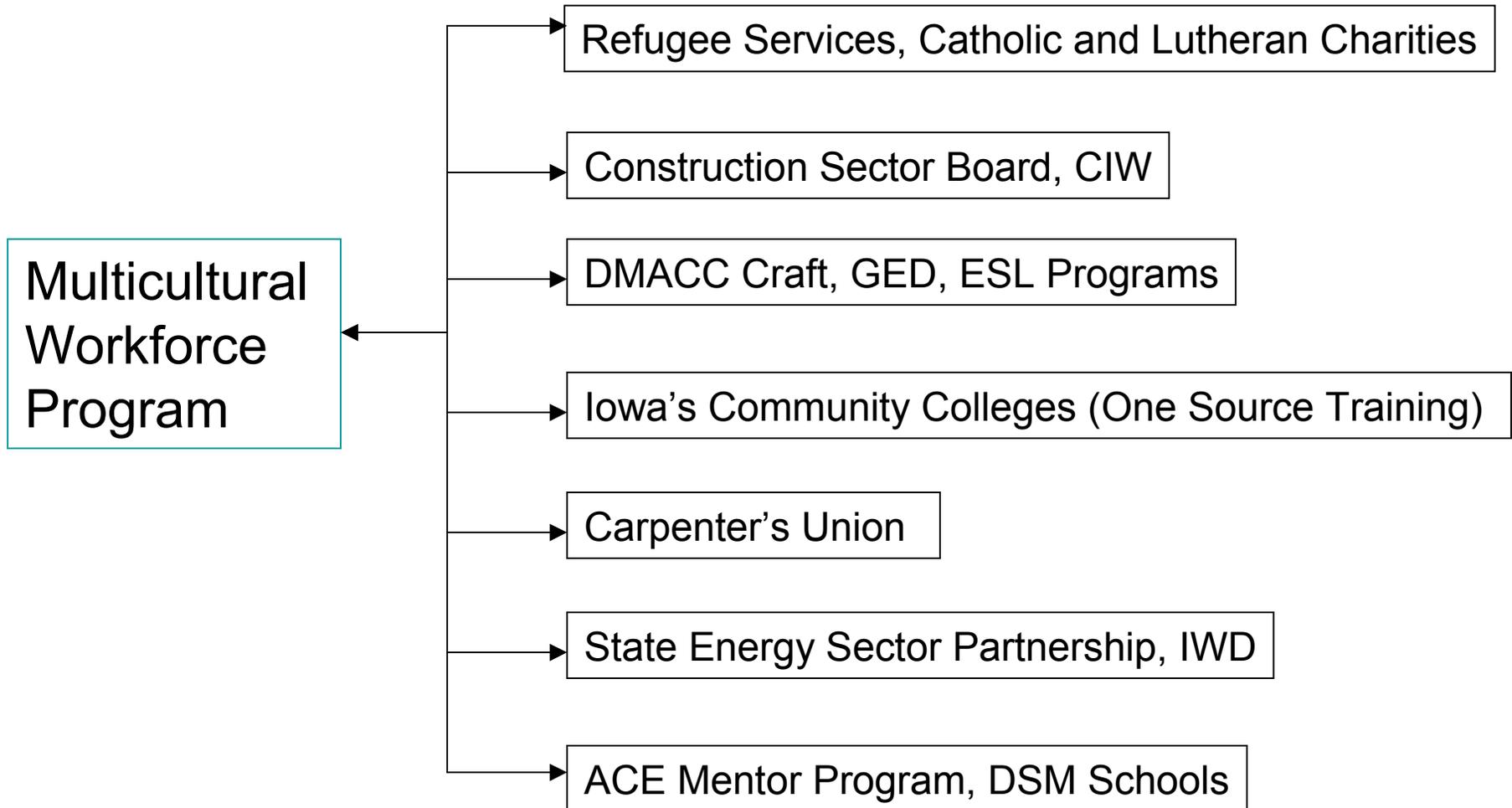
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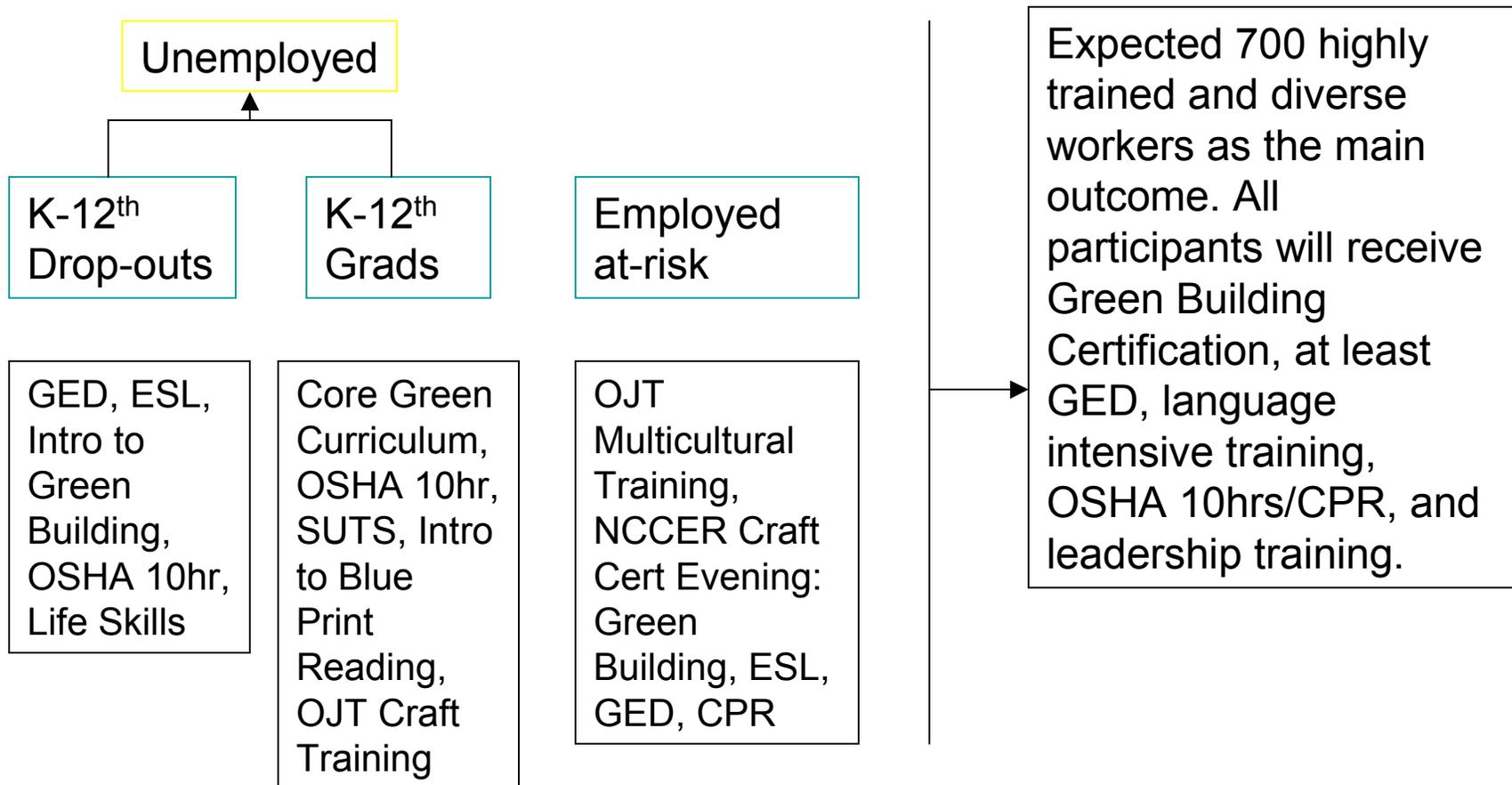
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# Building Bridges



# Building Bridges

- DMACC-MBI Pathways out of Poverty Grant



Participants come from poor areas of DSM, receive OJT training with MBI members and at DMACC, receive stipend, and are connected to jobs within the first 6 months of graduation.

# Training the Builders of the Future

- The Multicultural Workforce Program at MBI commits and connects resources towards:
  - Creating and adapting equitable and multicultural learning opportunities in construction education.
  - Drawing a clear career path for all groups and new generations.
  - Cultural diversification and integration for training and work.
  - Interconnectivity of government, employers, education institutions and labor groups with the worker's needs.